



Job Accommodation Network

Practical Solutions • Workplace Success

Fact Sheet Series

Job Accommodations for People with Disease of the Liver

Job Accommodation Network
PO Box 6080
Morgantown, WV 26506-6080
(800)526-7234 (V)
(877)781-9403 (TTY)
jan@askjan.org
askjan.org



A service of the U.S. Department of Labor's Office of Disability Employment Policy

JAN'S ACCOMMODATION FACT SHEET SERIES

JOB ACCOMMODATIONS FOR PEOPLE WITH DISEASE OF THE LIVER

There are many medical conditions that can affect the liver, including cirrhosis, hepatitis, liver cancer, Sarcoidosis, and Wilson's disease. Symptoms vary from person to person, but common symptoms include fatigue and weakness, abdominal swelling and pain, muscle spasms, joint pain, jaundice, chemical sensitivity, suppressed immune system, itchy skin, loss of appetite, nausea, and weight loss.

The following is a quick overview of some of the job accommodations that might be useful for people with diseases of the liver. For a more in depth discussion, access JAN's publications at <http://askjan.org/media/atoz.htm>. To discuss an accommodation situation with a consultant, contact JAN directly.

Fatigue and Weakness:

- Flexible leave
- Modified schedule with periodic rest breaks
- Work from home
- Ergonomic workstation and/ or aids to decrease the physical demands of the job
- Reassignment to a less physically and medically demanding job

Treatment Needs:

- Flexible leave
- Modified schedule
- Work at home

Suppressed Immune System:

- Private office with its own ventilation
- Work at home

Chemical Sensitivity:

- Air purification
- Modified schedule with periodic rest breaks
- Smoke and fragrance-free work environment
- Work from home
- Alternative pest management practice that will not require the use of chemicals
- Respirator

Abdominal Swelling and Pain:

- Flexible leave
- Modified schedule with rest breaks
- Work at home

Muscle Spasms and Joint Pain:

- Flexible leave
- Modified schedule with rest breaks
- Adjustable height workstation to allow for alternating sitting and standing
- Reassignment to less physically demanding job

Resources Specifically for People with Disease of the Liver**American Liver Foundation**

75 Maiden Lane, Suite 603
New York, NY 10038
Toll Free: (800)465-4837
Direct: (212)668-1000
Fax: (212)483-8179
Phone: (800)443-7872
info@liverfoundation.org
<http://www.liverfoundation.org>

Hepatitis Foundation International

504 Blick Drive
Silver Spring, MD 20904
Toll Free: (800)891-0707
Direct: (301)622-4200
Fax: (301)622-4702
hfi@comcast.net
<http://www.hepfi.org/>

National Digestive Diseases Information Clearinghouse

2 Information Way
Bethesda, MD 20892-3570
Toll Free: (800)891-5389
TTY: (800)569-1162
Fax: (703)738-4929
nddic@info.niddk.nih.gov
<http://digestive.niddk.nih.gov/>

United Network for Organ Sharing

P.O. Box 2484
Richmond, VA 23218
Toll Free: (888)894-6361
Direct: (804)782-4800
Fax: (804)782-4817
<http://www.unos.org>

Updated 3/23/10

This document was developed by the Job Accommodation Network, funded by a contract agreement from the U.S. Department of Labor, Office of Disability Employment Policy (DOL079RP20426). The opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Labor. Nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Department of Labor.